

**ORMOND BEACH CITY COMMISSION MEETING  
SPECIAL MEETING  
HELD AT CITY HALL TRAINING ROOM**

**October 27, 2008**

**7:00 p.m.**

Present were: Mayor Fred Costello, Lori Gillooly, Troy Kent, Ed Kelley, and Bill Partington, Acting City Manager Ted MacLeod, City Attorney Randal Hayes, and City Clerk Veronica Patterson.

**A G E N D A**

- 1) Meeting called to order by Mayor Costello.
- 2) Selection of City Manager Finalists.
- 3) Close the Meeting.

Item #1 – Call to Order

Mayor Costello called the meeting to order at 7:04 p.m.

Item #2 – Selection of City Manager Finalists.

Mayor Costello thanked Eugene Miller for the fantastic job he has done that has resulted in 85 amazing applicants.

Mayor Costello stated that Mr. Miller suggested an immediate ballot be taken with each of the Commission members voting for their choice for the top five finalists of the ten candidates presented by Mr. Miller. The Mayor explained the goal was to choose five finalists and one alternate. He stated that this first ballot might produce one or more candidates that received three or more votes, which would automatically make them one of the five finalists, thereby eliminating the need to discuss all ten semi-finalists.

Eugene Miller explained that it was unlikely there would be five candidates receiving at least three votes on the first ballot. He stated that after the ballot, the discussion would be opened to allow each Commission member to explain their views on each of the ten semi-finalists before another ballot was taken.

The City Clerk read the votes and announced the results of Ballot #1, which had produced four candidates who received three or more votes, thereby resulting in four finalists; Morgan (5), Shanahan (4), McLemore (3), and Whitson (3).

Mayor Costello stated that each of remaining semi-finalists would be discussed by the Commission. He stated that in his conversation with Lynn Tipton, Florida League of Cities, she believed that Pam Brangaccio was good at cut-backs, and she had nothing but positive things to say about Ms. Brangaccio.

Pam Brangaccio

Commissioner Gillooly stated that Pam Brangaccio was one of her choices because of Ms. Brangaccio's varied experiences and the strength in her references.

Commissioner Kent expressed his concern about Ms. Brangaccio's history of short tenures; her evaluations were just average; her reference said that she needs to be more sensitive to people who feel threatened by change; and she admitted to, in one incident, not doing her homework.

Commissioner Kelley commented that her evaluations stated that you either love her or hate her, which he disliked along with the average evaluations.

Commissioner Partington summed up his view by stating that Ms. Brangaccio just didn't make his top five choices.

Frank Clifton

Commissioner Kent said that he liked Frank Clifton because he was familiar with airports, his ratings seemed good, and his references all wanted him to stay in Casselberry; but Mr. Clifton admitted to not being very diplomatic.

Commissioner Partington stated that he agreed with Commissioner Kent's comments, plus Mr. Clifton seems to have had a distinguished career. He expressed that he felt Mr. Clifton was someone who deserved a hard look.

Commissioner Gillooly agreed that Mr. Clifton had a lot of accomplishments but that he was only interested in committing another five or six years to his career.

Commissioner Kelley said that was the issue he didn't like about Mr. Clifton, although he was quite accomplished. He expressed that his preference was for someone willing to commit to a longer period, but he was willing to change his mind if they didn't find another candidate they liked better.

Mayor Costello stated that he didn't care whether he liked the candidate or not; he wanted someone who could get the job done. He expressed his desire for someone that the Commission could tell what their goals were; then the individual would tell them how to get that done. He stated he wanted someone who had investigated Ormond Beach and wanted to live here, not that it was just another job.

#### Thomas Hoover

Mayor Costello stated that Thomas Hoover seems to have a desire to come to Florida, and he liked what he read on Mr. Hoover's application.

Commissioner Kent stated he liked that Mr. Hoover was known for treating elected officials without favoritism; his experiences were in cities similar in size to Ormond Beach; he had high average ratings on his evaluations; and he takes "the buck stops here" attitude.

Mayor Costello stated he liked that Mr. Hoover had been promoted through the ranks in Toledo until he was City Manager, which says that people liked him.

Commissioner Gillooly said that Mr. Hoover's greatest strengths include his military and engineering background along with his Civil Engineering degree and his Masters degree in Public Administration. She mentioned the importance to her was that he emphasized building a high performance, citizen friendly organization.

Commissioner Kelley said that for some of the reasons Commissioner Gillooly stated, he felt that Mr. Hoover wouldn't be the best fit. He stated that he believes, by and large, an engineering background does not lend itself to management. He stated that he would rather have a candidate with broader experience as opposed to a more specialized background.

Commissioner Partington remarked that he was turned off by the newspaper articles included in Mr. Hoover's application, and he felt that there were stronger candidates.

Commissioner Kelley added that he felt it was important to him that Mr. Hoover had supported a wage freeze to save money rather than give a wage increase to employees suggested by the managing commission.

#### Patrick Salerno

Mayor Costello noted that Patrick Salerno was one of the outstanding candidates. He conveyed that Lynn Tipton had said Mr. Salerno was great with fiscal issues. He also conveyed that Ms. Tipton reminded him that Mr. Salerno lived here from 1980 to 1985 and wants to come home to the area.

Commissioner Partington expressed that he was intrigued by Mr. Salerno but didn't feel his accomplishments in Sunrise were relevant to the needs of Ormond Beach; but that wherever he had been, he had accomplished what the officials had asked of him.

Commissioner Gillooly stated that she feels he has good experiences but expressed concern about a couple of incidents of tension, stress or controversy reported.

Commissioner Kent expressed that he is not interested at all in Mr. Salerno because there were no written evaluations; Mr. Salerno agreed to a position in Kansas but resigned before starting; some of the comments about him were that he was secretive and autocratic; his references say that he gets slowed down in the decision making process because he is very involved in the details; while looking for that job in Kansas, Mr. Salerno paid back \$2,327 which the Mayor of that area said violates all ethics guidelines of the International City/County Management Association and called an unprofessional decision; and another comment was that it's called the Pat Salerno form of government where Mr. Salerno is in control of the Commission.

Commissioner Kelley stated that there could be sanctions filed against him for that action, and he didn't want to pursue Mr. Salerno any further.

#### Marsha Segal-George

Commissioner Kelley noted that Marsha Segal-George's evaluations described her as, "no nonsense, did not tolerate those employees who do not pull their weight, non-traditional, not a politician, pushed staff to the limit, good public speaker, and knows how to keep relationships where they need to be between friends and working relationships." Commissioner Kelley stated that the comment about being non-traditional really sold him. He stated that he likes that she is known for not resisting change.

Commissioner Gillooly stated that she liked Ms. Segal-George due to her being an attorney with airport management experience; a history of collaborative work; is a fiscal conservative; leadership experience in alternative energy development; and had great reviews.

#### Summary of Ballot #2

Mayor Costello suggested that the Commission take another vote, with each casting two votes for their choice for the fifth finalist and one alternate.

The City Clerk tabulated the votes and announced that Ballot #2 resulted in three candidates receiving three votes each: Frank Clifton, Thomas Hoover and Marsha Segal-George.

Mayor Costello stated that another ballot was necessary; whereby, each Commission member would vote for two of the three from the results of Ballot #2.

Commissioner Kelley expressed his personal preference for someone who has operated in Florida and has a clearer understanding of what we are facing than someone from Michigan.

#### Summary of Ballot #3

The City Clerk tabulated the votes and announced the results of Ballot #3 which narrowed the field to Frank Clifton and Marsha Segal-George.

Mayor Costello explained that Ballot #4 would be one vote per Commission member to determine who would be the finalist and who would be the alternate.

#### Summary of Ballot #4

The City Clerk read the votes and announced that Ballot #4 determined Marsha Segal-George would be the fifth finalist and Frank Clifton would be the alternate.

#### Summary of Selection Process

Eugene Miller talked about the next steps of the process. He stated that tonight he would contact the five finalists, and tomorrow morning an email follow-up would be sent. He stated that the email would ask the five finalist to make their own travel arrangements with two nights spent in Ormond Beach. Mr. Miller recommended that the spouse be invited, and the City would pay for the travel expenses, two nights at the hotel, a rental car for any candidates that were traveling long distance, and meals.

Mr. Miller explained that Friday morning, November 14, interviews would be held with individual finalists before the full Commission and Saturday, November 15, would be one-on-one interviews for each Commission member to talk to each of the five finalists individually. He further explained on Friday, four candidates would be on a escorted tour of the area while one candidate was being interviewed by the Commission; then a luncheon was scheduled for the candidates to meet the Department Directors, followed by a public reception at the Casements from 5:30 p.m. to 7:30 p.m. Mr. Miller stated that the one-on-one interviews would be on Saturday.

Commissioner Gillooly asked whether the one-on-one interviews Saturday were open to the public. Mayor Costello confirmed that those interviews would be open to the public.

Mayor Costello suggested that the Commission meet one-half hour before the first interview on Friday for each of them to submit three questions for a list of questions to be asked to each of the candidates.

Mr. Miller stated that the interviews on Saturday would be for one-half hour each with fifteen minutes between interviews. He suggested a start time of 8:00 a.m. on Saturday, finishing around noon. Mr. Miller explained that the Training Room would be set up with drinks and snacks for the Commission's convenience, should they finish an interview early. He stated that staff would orchestrate the logistics of getting the finalists to where they should be on time.

Commissioner Kelley requested that Mr. Miller present the list of questions for the Friday interviews, and the Commission members could ask their own questions at the Saturday interviews.

Mayor Costello asked that one of the questions be regarding the philosophy of the candidates in respect to how they would approach cutbacks. The Mayor also asked another question be about how the candidate would get things done while assuring good communication with the Commission members.

Mr. Miller agreed to coordinate the list of questions that he would submit to the Commission at the meeting Friday morning before the interviews, allowing the Commission to finalize and prioritize the questions to be asked.

Commissioner Kent expressed that he felt it was important for each candidate to have the same person assigned to them throughout the entire two-day process so the finalists not selected would at least think of the experience as an example of southern hospitality and Ormond Beach as a classy place.

Commissioner Gillooly suggested that someone from the City’s Ambassadors accompany the staff person assigned to the finalist during the escorted tour to provide conversational support.

The City Clerk asked for clarification of the meeting time on Friday.

Mr. Miller explained that the meeting needed to be held at 7:30 a.m. to discuss the list of questions and 8:00 a.m. to start the first interview to be able to complete the interviews before the scheduled luncheon with the Department Directors. He stated that he would email the detailed schedule to the members of the Commission.

Commissioner Partington suggested that the schedule could be discussed at the next Commission meeting on November 5.

Commissioner Kent expressed that he felt strongly that asking only five questions at the interviews was absolutely not enough.

Mayor Costello reminded the members to submit their questions to Mr. Miller.

Item #3 - Close the Meeting

The meeting was adjourned at 8:14 p.m.

APPROVED: November 18, 2008

BY: Fred Costello, Mayor

ATTEST:

Veronica Patterson, City Clerk